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ABSTRACT

Reported are the results of a national survey of administrative salaries paid in a representative sample of 74 major state-supported universities in 47 states. The first part provides rank-order distribution of twelve-month administrative salaries (1) among all universities; (2) among the universities in 41 selected states; and (3) among nine universities in states contiguous to Arkansas. The second part rank-orders state university system administrative salaries. (MSE)

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ED155989

A RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1974-1975

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THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN SEVENTY-FOUR STATE-SUPPORTED UNIVERSITIES
REPRESENTING FORTY-SEVEN STATES
AND TWENTY-TWO UNIVERSITY SYSTEMS
IN EIGHTEEN STATES

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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DECEMBER 31, 1974

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A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AT SEVENTY-FOUR STATE-SUPPORTED UNIVERSITIES AND TWENTY-TWO STATE-SUPPORTED UNIVERSITY SYSTEMS

Each year the demand for quality faculty and administrative personnel is heightened, thus requiring college university presidents to keep salaries competitive with other existing institutions. Historically, size of the institution has been the predominant variable in competitive salaries, but this is no longer true. Although still a very important factor in determining faculty and administrative salaries, size of the institution has become secondary to such variables as purpose, type of institution, geographical location, strength of graduate programs, extent of organized research activities, and national and international prestige.

This study is in two parts. The first part, involving seventy-four universities in forty-seven states, is organized into three tables providing a rank-order distribution of twelve-month administrative salaries paid (1) among all seventy-four universities in forty-seven states, (2) among the universities of forty-one selected states, and (3) among nine universities in states contiguous to the State of Arkansas. Questionnaires were sent to seventy-eight institutions and replies were received from seventy-four. All institutions surveyed are supported by state appropriations.

With the emerging pattern of university systems, it was felt that information pertinent to average salaries of system officers would be beneficial to the survey. The second part of this study, relating to a rank-order distribution of system administrative salaries and involving twenty-two university systems in eighteen states, is contained in Table IV. Questionnaires were sent to twenty-two state-supported university systems, all of which replied.

To provide anonymity, all data have been grouped, but to provide administrators with a better means of comparing their relative standing with other schools, the data have been distributed by rank-order.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG SEVENTY-FOUR UNIVERSITIES IN FORTY-SEVEN STATES

Table I, page 4, summarizes the grouped data for seventy-four state-supported universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

Auburn University
Arizona State University
Ball State University
Bowling Green State University
Clemson University
Colorado State University
Florida State University
Georgia Institute of Technology
Illinois State University
Indiana University
Indiana State University
Iowa State University
Kansas State University
Louisiana State University
Michigan State University
Mississippi State University
Montana State University
New Mexico State University
North Carolina State University
Northern Illinois University
Ohio State University
Ohio University
Oklahoma State University
Oregon State University
Pennsylvania State University
Purdue University
State Univ. of New York - Albany
State Univ. of New York - Buffalo
Texas A&M University
University of Alabama
University of Arizona
University of Arkansas
University of Colorado
University of Connecticut
University of Delaware
University of Florida
University of Georgia
University of Delaware
University of Hawaii
University of Idaho
University of Iowa
University of Kansas
University of Kentucky
University of Maine
University of Maryland
University of Massachusetts
University of Michigan
University of Minnesota
University of Mississippi
University of Missouri
University of Montana
University of Nebraska
University of Nevada
University of New Hampshire
University of New Mexico
University of North Carolina
University of North Dakota
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Dakota
University of Tennessee
University of Texas at Austin
University of Utah
University of Vermont
University of Virginia
University of Washington
University of Wisconsin - Eau Claire
University of Wisconsin - Madison
University of Wyoming
Utah State University
Washington State University
West Virginia University

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		PRESIDENT OF A SINGLE UNIT INSTITUTION			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	64,500	1	57,500	26	43,300
2	60,000	2	51,075	27	43,000
3	60,000	3	51,000	28	42,200
4	55,000	4	50,900	29	42,000
5	55,000	5	50,260	30	42,000
6	52,500	6	50,000	31	41,500
7	50,000	7	49,850	32	41,000
8	47,800	8	49,850	33	41,000
9	47,500	9	48,900	34	41,000
10	45,700	10	48,650	35	40,832
11	45,000	11	47,800	36	40,200
12	43,800	12	47,500	37	39,990
13	43,593	13	47,500	38	39,900
14	42,000	14	47,300	39	39,450
15	40,832	15	47,200	40	39,408
16	40,500	16	47,000	41	39,000
17	40,000	17	47,000	42	38,648
18	40,000	18	47,000	43	38,648
19	36,500	19	46,500	44	38,200
20	35,175	20	46,500	45	38,000
		21	46,000	46	37,400
AVERAGE	47,270.40	22	46,000	47	37,275
		23	45,000	48	35,700
		24	44,408	49	35,364
		25	44,000	50	35,000
				51	35,000
				52	34,320
				53	34,008
				AVERAGE	43,350.16

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

ACADEMIC VICE PRESIDENT				PROVOST	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	56,000	29	37,000	1	49,200
2	45,400	30	36,880	2	45,500
3	44,999	31	36,800	3	45,500
4	44,900	32	36,000	4	45,500
5	44,500	33	36,000	5	45,000
6	43,660	34	35,700	6	45,000
7	43,600	35	35,500	7	44,900
8	43,120	36	35,500	8	44,328
9	42,000	37	35,350	9	42,309
10	41,700	38	35,304	10	41,600
11	41,508	39	35,220	11	40,000
12	41,241	40	35,200	12	38,000
13	40,000	41	35,076	13	37,600
14	40,000	42	34,800	14	36,800
15	40,000	43	34,008	15	36,400
16	39,750	44	34,000	16	36,200
17	39,600	45	34,000	17	36,000
18	39,345	46	33,630	18	36,000
19	39,000	47	33,450	19	35,700
20	38,500	48	33,000	20	35,500
21	38,350	49	32,500	21	35,200
22	38,000	50	32,316	22	32,000
23	37,821	51	31,645	23	31,728
24	37,564	52	31,268	24	27,000
25	37,500	53	31,000		
26	37,500	54	30,000	AVERAGE	39,290.20
27	37,100	55	29,127		
28	37,000	56	28,600		
		AVERAGE	37,473.78		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OF FACULTIES OR INSTRUCTION		VICE PRESIDENT FOR BUSINESS			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	35,700	1	50,000	29	35,300
2	34,500	2	46,992	30	35,268
3	33,705	3	45,000	31	35,091
4	31,445	4	43,368	32	35,000
5	29,400	5	40,008	33	35,000
		6	39,500	34	34,500
AVERAGE	32,950.00	7	39,389	35	34,500
		8	39,000	36	34,125
		9	39,000	37	33,300
		10	38,900	38	33,000
		11	38,490	39	33,000
		12	38,350	40	32,800
		13	38,300	41	32,575
		14	38,000	42	32,550
		15	37,713	43	32,500
		16	37,564	44	32,000
		17	37,500	45	31,560
		18	37,500	46	31,439
		19	37,300	47	31,120
		20	36,900	48	30,156
		21	36,800	49	30,108
		22	36,798	50	29,508
		23	36,798	51	29,000
		24	36,360	52	28,620
		25	36,000	53	27,400
		26	36,000	54	26,400
		27	35,850		
		28	35,500	AVERAGE	35,809.07

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

BUSINESS MANAGER

RANK	SALARY
1	36,900
2	32,000
3	31,500
4	31,000
5	30,500
6	29,424
7	28,900
8	28,300
9	27,700
10	27,600
11	27,500
12	26,400
13	25,500
14	25,400
15	25,191
16	25,000
17	25,000
18	23,550
19	23,400
20	23,084
21	22,212
22	22,200
23	21,924
24	21,165
25	21,000
26	19,300
27	18,934
AVERAGE	25,947.55

CONTROLLER

RANK	SALARY
1	37,080
2	32,344
3	32,200
4	30,934
5	30,000
6	29,700
7	29,400
8	29,250
9	29,220
10	29,000
11	28,330
12	28,000
13	27,400
14	27,300
15	26,955
16	26,700
17	26,300
18	26,004
19	25,800
20	25,648
21	25,600
22	25,500
23	25,500
24	25,200
25	25,087
26	25,030
27	24,800
28	24,800

RANK	SALARY
29	24,200
30	24,168
31	24,000
32	24,000
33	24,000
34	23,500
35	23,450
36	23,268
37	23,200
38	23,000
39	23,000
40	22,500
41	22,200
42	21,875
43	21,200
44	21,000
45	20,699
46	20,500
47	20,300
48	20,139
49	20,000
50	19,920
51	19,850
52	19,200
53	17,172
54	17,000
AVERAGE	24,859.68

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

TREASURER

RANK	SALARY
1	36,000
2	33,888
3	31,000
4	26,650
5	26,400
6	25,215
7	24,500
8	23,500
9	21,891
10	21,000
11	19,300
12	19,260
13	17,000
14	12,373
AVERAGE	24,141.21

BUDGET OFFICER

RANK	SALARY
1	38,124
2	31,664
3	30,500
4	29,700
5	29,300
6	29,220
7	27,660
8	27,380
9	26,000
10	25,500
11	24,850
12	24,540
13	24,468
14	24,317
15	24,300
16	24,100
17	24,000
18	23,500
19	23,315
20	23,117
21	22,968
22	22,745
23	22,600
24	22,500
25	22,200

RANK	SALARY
26	22,000
27	21,400
28	21,000
29	21,000
30	21,000
31	20,608
32	20,000
33	20,000
34	20,000
35	19,824
36	19,152
37	18,900
38	18,900
39	18,500
40	18,375
41	18,000
42	17,508
43	16,470
44	15,300
45	14,850
AVERAGE	22,919.00

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

	VICE PRESIDENT OF STUDENT AFFAIRS				DEAN OF STUDENT AFFAIRS		
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,000	31	31,250	1	33,700	31	2[illegible],000
2	40,000	32	31,020	2	32,253	32	23,920
3	38,934	33	31,008	3	32,100	33	23,550
4	38,912	34	31,000	4	32,000	34	23,484
5	37,500	35	31,000	5	30,567	35	22,768
6	37,449	36	30,595	6	30,516	36	22,715
7	36,504	37	30,540	7	30,000	37	22,700
8	36,500	38	30,000	8	29,667	38	22,500
9	36,168	39	30,000	9	29,568	39	22,170
10	35,500	40	30,000	10	29,480	40	22,050
11	35,238	41	30,000	11	29,200	41	22,000
12	34,900	42	29,268	12	29,147	42	21,500
13	34,775	43	29,000	13	28,375	43	21,000
14	34,500	44	28,900	14	27,500	44	20,000
15	34,450	45	28,900	15	27,478	45	19,856
16	34,300	46	28,710	16	26,800	46	19,800
17	34,000	47	28,600	17	26,800	47	19,404
18	34,000	48	28,000	18	26,400	48	19,100
19	33,800	49	27,828	19	26,000	49	18,814
20	33,750	50	27,500	20	25,680	50	16,320
21	32,650	51	27,200	21	25,330		
22	32,575	52	26,686	22	25,200	AVERAGE	25,168.16
23	32,550	53	26,400	23	25,056		
24	32,382	54	25,500	24	25,000		
25	32,100			25	25,000		
26	32,000	AVERAGE	32,283.53	26	24,700		
27	32,000			27	24,500		
28	31,860			28	24,400		
29	31,609			29	24,240		
30	31,500			30	24,100		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OF MEN		DEAN OF WOMEN		EXECUTIVE VICE PRESIDENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	27,682	1	25,500	1	45,410
2	24,898	2	25,153	2	45,000
3	23,450	3	24,400	3	45,000
4	20,200	4	21,400	4	44,999
5	18,231	5	19,300	5	42,000
6	17,900	6	18,231	6	42,000
7	16,000	7	17,481	7	41,750
		8	16,901	8	40,500
AVERAGE	21,194.42	9	16,540	9	40,000
		10	15,435	10	39,000
		11	15,420	11	38,490
		12	14,000	12	37,000
		13	11,960	13	36,000
				14	35,000
		AVERAGE	18,593.92	15	34,650
				16	34,000
				17	31,268
				18	30,495
				19	30,000
				AVERAGE	38,555.89

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	43,368
2	41,400
3	41,000
4	40,000
5	39,000
6	38,000
7	36,550
8	36,200
9	35,850
10	35,500
11	35,275
12	35,000
13	34,400
14	33,630
15	33,000
16	32,172
17	31,500
18	30,300
19	30,250
20	30,100
21	30,000
22	26,068
23	25,008
AVERAGE	34,503.09

DIRECTOR OF ADMINISTRATION

RANK	SALARY
1	37,100
2	29,531
3	24,800
4	23,700
AVERAGE	28,782.75

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

ASSISTANT TO THE PRESIDENT				VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	39,000	31	21,000	1	39,667
2	38,250	32	20,500	2	37,800
3	34,500	33	20,300	3	37,476
4	32,590	34	19,552	4	37,449
5	31,536	35	19,368	5	35,850
6	31,518	36	18,500	6	35,600
7	31,008	37	18,000	7	35,500
8	31,000	38	17,800	8	35,000
9	30,500	39	17,400	9	34,532
10	30,068	40	16,847	10	34,500
11	30,000	41	16,700	11	31,250
12	30,000	42	16,630	12	28,000
13	29,780	43	14,200		
14	29,500	44	14,000	AVERAGE	35,218.64
15	28,620				
16	28,386	AVERAGE	24,690.11		
17	26,600				
18	25,740				
19	25,490				
20	25,261				
21	25,000				
22	24,900				
23	23,000				
24	22,500				
25	22,500				
26	22,416				
27	22,000				
28	21,852				
29	21,063				
30	21,000				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION				VICE PRESIDENT FOR UNIVERSITY RELATIONS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	33,774	31	20,681	1	44,900
2	28,700	32	20,100	2	42,504
3	27,888	33	19,800	3	40,000
4	26,800	34	19,750	4	38,800
5	26,640	35	19,700	5	38,004
6	26,300	36	19,620	6	36,100
7	26,200	37	19,500	7	35,500
8	25,500	38	19,166	8	35,238
9	25,000	39	19,163	9	33,150
10	24,780	40	18,800	10	33,000
11	24,750	41	18,236	11	32,500
12	24,000	42	17,792	12	31,000
13	23,965	43	17,309	13	24,000
14	23,400	44	16,400		
15	23,000	45	14,000	AVERAGE	35,745.84
16	22,900	46	13,608		
17	22,897				
18	22,848	AVERAGE	22,104.54		
19	22,500				
20	22,438				
21	22,300				
22	22,300				
23	22,169				
24	22,072				
25	22,025				
26	21,866				
27	21,800				
28	21,768				
29	21,504				
30	21,100				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF UNIVERSITY RELATIONS		VICE PRESIDENT FOR DEVELOPMENT	
RANK	SALARY	RANK	SALARY
1	31,450	1	42,504
2	31,000	2	40,600
3	29,700	3	38,800
4	27,888	4	38,000
5	27,768	5	35,500
6	27,500	6	34,667
7	27,283	7	34,500
8	27,200	8	34,000
9	25,647	9	32,700
10	24,500	10	31,860
11	24,408	11	31,500
12	23,750	12	31,030
13	23,580	13	31,000
14	23,074	14	30,495
15	22,900	15	29,900
16	22,672	16	29,500
17	22,260	17	29,000
18	21,063	18	27,950
19	19,530	19	27,500
20	19,500	20	26,736
21	19,400	21	24,000
22	19,351		
23	17,900	AVERAGE	32,416.28
24	14,000		
AVERAGE	23,884.33		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

	DIRECTOR OF DEVELOPMENT			VICE PRESIDENT FOR RESEARCH	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	35,500	31	22,897	1	47,800
2	33,200	32	22,141	2	44,500
3	30,105	33	21,300	3	43,500
4	29,400	34	19,351	4	40,400
5	29,100	35	18,500	5	40,232
6	28,900	36	17,755	6	40,000
7	27,338	37	17,271	7	39,307
8	27,600	38	15,852	8	39,000
9	27,104	39	15,000	9	38,750
10	27,000			10	37,008
11	26,750	AVERAGE	24,684.89	11	36,750
12	26,508			12	36,000
13	26,000			13	36,000
14	25,960			14	35,400
15	25,872			15	35,300
16	25,768			16	34,300
17	25,647			17	32,575
18	25,600			18	32,500
19	25,204			19	32,250
20	25,200			20	31,404
21	25,000			21	30,900
22	24,800			22	30,500
23	24,408			23	29,950
24	24,000			24	27,469
25	23,830			25	24,835
26	23,580				
27	23,520			AVERAGE	35,821.20
28	23,200				
29	23,000				
30	23,000				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

	DIRECTOR OF RESEARCH SERVICES				DIRECTOR OF INSTITUTIONAL RESEARCH		
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	39,300	31	16,950	1	36,667	31	21,176
2	36,500	32	16,100	2	36,540	32	20,700
3	35,500	33	15,000	3	35,500	33	19,440
4	34,700			4	32,800	34	19,138
5	34,501	AVERAGE	26,974.24	5	31,980	35	18,672
6	34,125			6	31,290	36	17,791
7	33,355			7	31,272	37	15,000
8	32,020			8	31,000	38	13,900
9	31,900			9	30,420	39	13,627
10	30,805			10	29,300	AVERAGE	25,408.07
11	30,516			11	29,098		
12	29,900			12	28,540		
13	29,400			13	28,300		
14	29,268			14	27,300		
15	29,160			15	27,200		
16	28,500			16	27,000		
17	27,200			17	26,400		
18	26,730			18	25,740		
19	26,686			19	25,740		
20	26,218			20	25,708		
21	26,000			21	25,600		
22	23,647			22	25,600		
23	23,400			23	24,229		
24	22,185			24	24,050		
25	21,800			25	24,000		
26	20,844			26	23,240		
27	20,580			27	22,800		
28	20,500			28	21,500		
29	19,500			29	21,400		
30	18,300			30	21,239		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

GRADUATE DEAN

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	44,900	26	34,300	51	30,516
2	43,000	27	34,000	52	30,000
3	40,332	28	33,705	53	30,000
4	40,500	29	33,700	54	30,000
5	40,500	30	33,696	55	29,768
6	40,232	31	33,500	56	29,244
7	40,000	32	33,488	57	29,000
8	40,000	33	33,259	58	29,000
9	39,000	34	32,925	59	28,800
10	38,750	35	32,800	60	28,600
11	38,207	36	32,575	61	28,250
12	38,000	37	32,400	62	28,150
13	37,700	38	32,325	63	27,650
14	37,664	39	32,280	64	27,324
15	37,500	40	32,260	65	27,200
16	37,083	41	32,040	66	27,000
17	37,008	42	32,000	67	26,000
18	37,000	43	31,680	68	25,800
19	36,600	44	31,650	AVERAGE	33,570.35
20	36,500	45	31,560		
21	36,190	46	31,500		
22	36,000	47	31,320		
23	35,300	48	31,000		
24	35,000	49	30,900		
25	35,000	50	30,805		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OR DIRECTOR
OF ARTS AND SCIENCES

RANK	SALARY	RANK	SALARY
1	44,000	29	33,840
2	41,500	30	33,492
3	40,667	31	33,000
4	40,600	32	32,900
5	40,100	33	32,760
6	40,008	34	32,700
7	40,000	35	32,625
8	39,850	36	32,400
9	39,568	37	32,364
10	39,100	38	32,000
11	38,500	39	31,800
12	38,200	40	31,500
13	37,250	41	31,500
14	36,625	42	31,400
15	36,200	43	31,068
16	35,700	44	30,900
17	35,700	45	30,475
18	35,340	46	30,268
19	35,000	47	29,500
20	35,000	48	29,130
21	35,000	49	29,000
22	35,000	50	28,400
23	35,000	51	28,178
24	34,800	52	28,080
25	34,600	53	27,150
26	34,450	54	27,000
27	34,393	55	26,500
28	34,250	56	20,680
		AVERAGE	33,873.41

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OR DIRECTOR OF LIBERAL ARTS (HUMANITIES)		DEAN OR DIRECTOR OF SCIENCES		DEAN OR DIRECTOR OF ARCHITECTURE			
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,204	1	43,500	1	37,600	26	28,888
2	40,000	2	41,654	2	37,200	27	28,886
3	38,700	3	40,600	3	36,733	28	28,250
4	38,500	4	40,600	4	35,004	29	25,300
5	37,872	5	40,000	5	33,000	30	23,400
6	37,008	6	39,700	6	32,900	31	18,000
7	37,000	7	37,368	7	32,635	AVERAGE	30,529.73
8	36,500	8	36,740	8	32,625		
9	34,000	9	36,480	9	32,520		
10	30,495	10	35,000	10	32,500		
11	30,000	11	34,469	11	32,000		
12	29,229	12	34,333	12	32,000		
13	29,000	13	34,000	13	31,133		
14	27,957	14	33,170	14	31,026		
		15	32,300	15	31,020		
AVERAGE	34,918.85	16	32,100	16	30,093		
		17	29,300	17	30,000		
		18	28,818	18	30,000		
				19	29,700		
		AVERAGE	35,066.72	20	29,700		
				21	29,500		
				22	29,500		
				23	29,448		
				24	29,000		
				25	29,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OR DIRECTOR
OF AGRICULTURE

RANK	SALARY	RANK	SALARY
1	41,500	26	32,000
2	41,400	27	31,740
3	41,292	28	31,550
4	40,900	29	31,500
5	40,500	30	31,400
6	39,500	31	31,356
7	39,084	32	30,900
8	39,000	33	30,480
9	38,700	34	30,472
10	38,328	35	30,460
11	38,300	36	30,375
12	38,000	37	29,768
13	36,600	38	29,500
14	36,500	39	28,200
15	36,000	40	28,000
16	35,500	41	27,516
17	35,000	42	27,450
18	34,623		
19	34,469	AVERAGE	34,215.88
20	33,840		
21	33,556		
22	33,338		
23	33,170		
24	33,000		
25	32,300		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OR DIRECTOR
OF BUSINESS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	46,500	31	33,50[illegible]	61	29,600
2	44,000	32	33,336	62	29,600
3	43,500	33	33,300	63	28,500
4	42,666	34	33,300	64	28,330
5	41,500	35	33,000	65	28,000
6	40,000	36	33,000	66	27,634
7	39,000	37	33,000	67	27,400
8	39,000	38	32,900	68	26,532
9	38,808	39	32,655	69	26,000
10	38,800	40	32,625	70	25,100
11	38,800	41	32,401	AVERAGE	33,378.00
12	38,696	42	32,400		
13	38,583	43	32,100		
14	38,550	44	32,000		
15	38,500	45	32,000		
16	38,000	46	32,000		
17	38,000	47	31,972		
18	38,000	48	31,860		
19	36,500	49	31,753		
20	36,000	50	31,545		
21	35,950	51	31,500		
22	35,665	52	31,400		
23	35,250	53	31,000		
24	35,196	54	30,420		
25	35,000	55	30,300		
26	34,775	56	30,268		
27	34,500	57	30,200		
28	34,200	58	30,000		
29	34,100	59	30,000		
30	33,500	60	29,300		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OR DIRECTOR
OF EDUCATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	46,260	26	34,541	51	30,900
2	40,800	27	34,500	52	30,840
3	40,800	28	34,240	53	30,800
4	39,500	29	34,200	54	30,600
5	38,921	30	34,000	55	30,000
6	38,208	31	33,900	56	30,000
7	38,208	32	33,540	57	29,768
8	38,000	33	33,336	58	29,570
9	37,884	34	33,240	59	29,494
10	37,700	35	33,200	60	29,300
11	37,000	36	33,000	61	29,130
12	36,504	37	33,000	62	28,830
13	36,500	38	32,700	63	28,636
14	36,192	39	32,625	64	28,400
15	36,000	40	32,500	65	27,800
16	36,000	41	32,500	66	27,000
17	36,000	42	32,500	67	27,000
18	35,708	43	32,300	68	26,345
19	35,600	44	32,000	69	26,250
20	35,500	45	31,750		
21	35,175	46	31,750	AVERAGE	33,382.56
22	35,000	47	31,740		
23	35,000	48	31,500		
24	35,000	49	31,000		
25	34,700	50	30,992		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN/DIRECTOR OF EARTH SCIENCES OR NATURAL RESOURCES		DEAN OR DIRECTOR OF ENGINEERING			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	36,540	1	46,700	31	35,000
2	36,200	2	44,400	32	34,600
3	35,500	3	44,200	33	34,393
4	35,000	4	43,404	34	34,000
5	32,850	5	42,600	35	33,625
		6	40,800	36	33,170
AVERAGE	35,218.00	7	40,600	37	33,170
		8	40,000	38	33,012
		9	40,000	39	33,000
		10	40,000	40	33,000
		11	39,780	41	32,975
		12	39,500	42	32,730
		13	39,400	43	32,600
		14	39,181	44	32,330
		15	39,000	45	32,256
		16	38,800	46	32,252
		17	38,792	47	32,040
		18	38,700	48	32,000
		19	37,800	49	31,700
		20	37,500	50	30,000
		21	37,500	51	29,800
		22	36,700	52	29,800
		23	36,200	53	29,769
		24	36,000	54	26,916
		25	36,000	55	25,800
		26	36,000	56	25,224
		27	36,000		
				AVERAGE	35,660.17
		28	36,000		
		29	35,500		
		30	35,316		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

	DEAN OR DIRECTOR OF CONTINUING EDUCATION (EXTENSION)				DEAN OR DIRECTOR OF FINE ARTS
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,908	31	28,000	1	36,712
2	37,300	32	27,960	2	36,500
3	35,277	33	27,660	3	36,000
4	35,000	34	27,430	4	35,000
5	34,500	35	27,368	5	34,800
6	34,400	36	27,100	6	34,260
7	34,000	37	27,000	7	33,888
8	33,705	38	26,700	8	33,540
9	33,700	39	26,660	9	33,425
10	33,500	40	26,650	10	33,060
11	33,300	41	26,403	11	33,000
12	32,705	42	25,500	12	33,000
13	32,679	43	25,000	13	32,926
14	32,542	44	24,596	14	32,700
15	32,160	45	24,100	15	32,600
16	32,100	46	24,000	16	31,200
17	32,000	47	24,000	17	31,123
18	32,000	48	24,000	18	31,000
19	32,000	49	22,950	19	29,000
20	31,500	50	22,085	20	29,000
21	31,440	51	21,850	21	28,500
22	30,800	52	21,669	22	27,900
23	30,400	53	21,000	23	26,071
24	30,200	54	20,500	24	25,400
25	30,000	55	19,600	25	25,400
26	29,700	56	19,396	26	24,200
27	29,250	57	18,840	AVERAGE	31,546.34
28	29,000	58	17,548		
29	28,888				
30	28,522	AVERAGE	28,431.74		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN/DIRECTOR OF FORESTRY

RANK	SALARY
1	37,600
2	35,500
3	34,917
4	33,008
5	30,472
6	29,900
7	29,430
8	25,536
AVERAGE	32,045.37

DEAN OR DIRECTOR OF HOME ECONOMICS

RANK	SALARY
1	37,100
2	35,000
3	35,000
4	34,700
5	33,583
6	33,500
7	33,000
8	33,000
9	33,000
10	32,800
11	32,000
12	31,748
13	31,500
14	30,900
15	30,900
16	30,500
17	30,374
18	30,258
19	29,736
20	29,700
21	29,100
22	29,000
23	27,690
24	27,400
25	27,250
26	26,500
27	24,155
28	24,100
29	22,533
30	21,000
31	20,000
AVERAGE	29,904.09

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN/DIRECTOR OF JOURNALISM		DEAN OR DIRECTOR OF LAW				DEAN/DIRECTOR OF LIBRARY SCIENCE	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	36,400	1	44,167	26	35,000	1	34,013
2	36,100	2	43,600	27	35,000	2	33,093
3	34,100	3	43,000	28	35,000	3	29,000
4	32,000	4	42,600	29	34,050	4	28,500
5	31,248	5	42,500	30	33,768	5	28,000
6	30,890	6	41,600	31	33,750	6	27,500
7	30,500	7	40,000	32	33,700	7	27,120
8	30,000	8	39,625	33	33,325	8	26,400
9	29,000	9	39,500	34	32,268	9	23,500
10	28,600	10	39,000	35	31,068	AVERAGE	28,569.55
11	27,000	11	38,508	36	30,955		
12	24,892	12	38,000	37	30,600		
13	24,320	13	37,600	38	30,500		
		14	37,100	39	28,968		
AVERAGE	30,542.30	15	37,000	40	28,800		
		16	37,000	AVERAGE	36,291.87		
		17	36,750				
		18	36,500				
		19	36,456				
		20	36,400				
		21	36,000				
		22	36,000				
		23	35,417				
		24	35,400				
		25	35,200				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OR DIRECTOR OF NURSING				DEAN/DIRECTOR OF SOCIAL AND BEHAVIORAL SCIENCES		DEAN OR DIRECTOR OF SOCIAL WORK	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,000	26	26,950	1	40,546	1	40,900
2	35,000	27	26,300	2	36,500	2	37,300
3	34,500	28	26,250	3	35,000	3	37,125
4	34,440	29	25,334	4	34,008	4	36,504
5	33,941	30	25,000	5	31,947	5	35,000
6	33,556	31	25,000	6	31,030	6	34,778
7	33,000	32	21,000	AVERAGE	34,838.50	7	33,994
8	33,000	33	20,758			8	33,226
9	32,170	34	20,500			9	33,170
10	32,025	35	20,000			10	33,167
11	32,004	36	19,500			11	32,800
12	32,000	37	19,350			12	32,552
13	31,957	AVERAGE	29,105.91			13	32,292
14	31,950					14	31,860
15	31,800					15	31,800
16	31,600					16	31,500
17	31,500					17	31,368
18	31,162					18	31,123
19	31,000					19	30,500
20	30,516					20	30,400
21	29,808					21	26,000
22	29,104					22	26,268
23	28,700					23	26,000
24	28,500					24	25,200
25	27,744					25	24,252
						26	21,948
						AVERAGE	31,612.57

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DEAN OR DIRECTOR OF PHARMACY		DEAN/DIRECTOR OF UNIVERSITY COLLEGE OR GENERAL COLLEGE		LEGAL COUNSEL	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,000	1	37,092	1	46,200
2	40,000	2	33,000	2	37,000
3	37,626	3	32,550	3	36,000
4	37,544	4	27,800	4	30,000
5	37,450	5	24,800	5	29,460
6	37,366	6	24,054	6	29,268
7	36,950	AVERAGE	29,882.66	7	29,100
8	35,870			8	28,500
9	35,000			9	28,300
10	35,000			10	28,000
11	34,488			11	26,300
12	34,440			12	26,100
13	34,000			13	26,000
14	33,800			14	25,920
15	33,750			15	25,800
16	32,667			16	25,580
17	32,004			17	25,500
18	31,728			18	25,000
19	30,200			19	24,900
20	29,000			20	24,000
21	28,890			21	23,700
22	28,758			22	23,000
23	27,616			23	22,370
24	27,000			24	19,446
25	26,600			25	18,900
26	26,500			26	17,500
27	26,376			27	15,553
28	25,783			AVERAGE	26,570.25
AVERAGE	32,800.10				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	31,500	26	23,232	56	19,000
2	30,400	27	23,025	57	19,000
3	28,788	28	23,000	58	19,000
4	28,116	29	22,800	59	18,800
5	28,020	30	22,752	60	18,300
6	28,000	31	22,584	61	18,100
7	28,000	32	22,500	62	18,000
8	28,000	33	22,500	63	17,844
9	27,750	34	22,475	64	17,764
10	27,000	35	22,320	65	17,500
11	26,180	36	22,200	66	17,000
12	26,000	37	22,081	67	16,980
13	25,700	38	22,000	68	16,740
14	25,440	39	21,544	69	16,200
15	25,318	40	21,500	70	15,350
16	25,300	41	21,113		
17	25,200	42	21,000	AVERAGE	22,352.54
18	25,100	43	21,000		
19	24,960	44	21,000		
20	24,592	45	20,664		
21	24,582	46	20,532		
22	24,500	47	20,000		
23	24,200	48	20,000		
24	24,150	49	19,930		
25	24,000	50	19,800		
		51	19,530		
		52	19,522		
		53	19,500		
		54	19,100		
		55	19,090		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF LIBRARIES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,900	26	30,306	56	25,812
2	36,894	27	30,260	57	25,500
3	36,852	28	30,200	58	25,500
4	35,548	29	30,168	59	25,300
5	35,300	30	30,060	60	25,268
6	35,000	31	29,639	61	25,000
7	34,500	32	29,520	62	25,000
8	34,500	33	29,340	63	25,000
9	34,500	34	29,100	64	24,733
10	33,667	35	29,028	65	24,650
11	33,000	36	28,700	66	23,904
12	33,000	37	28,568	67	23,056
13	32,000	38	28,500	68	22,500
14	32,000	39	28,500	69	22,500
15	32,000	40	28,150	70	22,350
16	32,000	41	27,800	71	22,000
17	32,000	42	27,579	72	21,185
18	31,900	43	27,500	73	20,300
19	31,800	44	27,300		
20	31,740	45	27,000	AVERAGE	28,848.53
21	31,654	46	26,925		
22	30,950	47	26,750		
23	30,800	48	26,505		
24	30,700	49	26,400		
25	30,398	50	26,400		
		51	26,370		
		52	26,204		
		53	26,000		
		54	26,000		
		55	26,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF
COMPUTER SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	38,700	26	28,523	56	22,500
2	37,280	27	28,500	57	22,100
3	37,050	28	28,416	58	21,412
4	37,000	29	28,380	59	21,400
5	35,000	30	28,260	60	20,600
6	34,967	31	28,000	61	20,484
7	34,650	32	27,600	62	20,140
8	34,338	33	27,550	63	20,000
9	34,236	34	27,480	64	19,000
10	33,541	35	27,422	65	17,400
11	33,484	36	27,420		
12	33,000	37	27,300	AVERAGE	27,824.98
13	32,633	38	26,800		
14	32,173	39	26,500		
15	32,012	40	26,500		
16	31,700	41	26,500		
17	31,700	42	25,900		
18	30,900	43	25,761		
19	30,420	44	25,760		
20	30,000	45	25,500		
21	29,930	46	24,600		
22	29,800	47	24,515		
23	29,200	48	24,504		
24	29,154	49	24,000		
25	28,900	50	23,904		
		51	23,600		
		52	23,500		
		53	23,425		
		54	23,200		
		55	22,500		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF
NON-ACADEMIC PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	37,800	26	23,400	56	18,372
2	32,976	27	23,269	57	18,300
3	32,600	28	23,100	58	17,800
4	32,000	29	23,000	59	17,300
5	31,274	30	22,800	60	16,416
6	28,500	31	22,600	61	16,350
7	27,600	32	22,600	62	16,260
8	27,395	33	22,500	63	16,200
9	27,000	34	22,200	64	15,700
10	26,750	35	21,628	65	15,667
11	26,500	36	21,000	66	15,500
12	26,417	37	21,000	67	14,000
13	26,208	38	20,720	68	13,750
14	26,000	39	20,400	69	12,950
15	25,860	40	20,200		
16	25,572	41	20,200	AVERAGE	22,108.47
17	25,250	42	20,000		
18	25,200	43	20,000		
19	25,044	44	19,680		
20	24,768	45	19,342		
21	24,700	46	19,300		
22	24,571	47	19,045		
23	24,229	48	19,008		
24	24,200	49	18,996		
25	24,000	50	18,900		
		51	18,850		
		52	18,800		
		53	18,800		
		54	18,768		
		55	18,400		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG SEVENTY-FOUR UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF
AGRICULTURAL EXTENSION

RANK	SALARY	RANK	SALARY
1	38,900	26	29,181
2	38,328	27	28,768
3	38,300	28	27,516
4	37,500	29	20,950
5	37,500		
6	36,000	AVERAGE	32,913.34
7	35,976		
8	35,700		
9	35,500		
10	35,050		
11	35,000		
12	34,623		
13	34,433		
14	33,498		
15	32,159		
16	32,000		
17	32,000		
18	31,740		
19	31,560		
20	31,313		
21	31,200		
22	30,472		
23	30,300		
24	29,520		
25	29,500		

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

Table II, page 35 , summarizes the grouped data for the universities of forty-one selected states. For making these data available, the University of Arkansas is grateful to the following universities:

Louisiana State University
Ohio State University
Pennsylvania State University
University of Alabama
University of Arizona
University of Arkansas
University of Colorado
University of Delaware
University of Florida
University of Georgia
University of Hawaii
University of Illinois
University of Idaho
University of Iowa
University of Kansas
University of Kentucky
University of Maine
University of Maryland
University of Minnesota
University of Mississippi
University of Missouri
University of Nebraska
University of Nevada
University of New Hampshire
University of New Mexico
University of North Carolina
University of North Dakota
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Dakota
University of Tennessee
University of Texas at Austin
University of Utah
University of Vermont
University of Virginia
University of Washington
University of Wisconsin - Eau Claire
University of Wyoming
West Virginia University

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		PRESIDENT OF A SINGLE UNIT INSTITUTION			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	60,000	1	51,000	26	37,275
2	55,008	2	50,260	27	35,700
3	52,500	3	50,000	28	35,364
4	50,000	4	49,850	29	34,320
5	45,000	5	49,650	30	34,008
6	43,800	6	47,500		
7	40,832	7	47,300	AVERAGE	42,570.50
8	40,500	8	47,200		
9	40,000	9	47,000		
10	36,500	10	46,500		
11	35,175	11	46,000		
		12	45,000		
AVERAGE	45,392.27	13	44,000		
		14	43,000		
		15	42,000		
		16	42,000		
		17	41,500		
		18	41,000		
		19	39,990		
		20	39,450		
		21	39,000		
		22	38,648		
		23	38,200		
		24	38,000		
		25	37,400		

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

ACADEMIC VICE PRESIDENT				PROVOST	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	44,900	26	34,000	1	49,200
2	44,500	27	34,000	2	45,500
3	42,000	28	32,500	3	45,500
4	41,51*	29	32,316	4	45,000
5	41,241	30	31,645	5	44,900
6	40,000	31	31,268	6	44,32*
7	40,000	32	31,000	7	41,600
8	39,750	33	30,000	8	40,000
9	39,345			9	38,000
10	39,000	AVERAGE	36,780.36	10	37,600
11	38,500			11	36,800
12	38,000			12	35,500
13	37,821			13	35,200
14	37,500			14	32,000
15	37,100			15	31,72*
16	37,000			16	27,000
17	36,800				
18	36,000			AVERAGE	39,366.00
19	35,700				
20	35,500				
21	35,500				
22	35,350				
23	35,200				
24	34,800				
25	34,00*				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

	VICE PRESIDENT FOR BUSINESS			BUSINESS MANAGER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	46,992	26	30,156	1	36,900
2	45,000	27	30,108	2	32,000
3	43,368	28	29,000	3	30,500
4	40,008	29	27,400	4	28,900
5	39,000	30	26,400	5	28,300
6	38,900			6	27,600
7	38,300	AVERAGE	35,122.76	7	27,500
8	38,000			8	25,500
9	37,500			9	25,400
10	37,500			10	25,191
11	36,798			11	25,000
12	36,000			12	25,000
13	36,000			13	23,400
14	35,268			14	22,212
15	35,091			15	21,924
16	34,500			16	21,000
17	34,125			17	19,300
18	33,300			18	18,934
19	33,000				
20	32,800			AVERAGE	25,808.94
21	32,550				
22	32,500				
23	31,560				
24	31,439				
25	31,120				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

CONTROLLER		TREASURER		BUDGET OFFICER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	37,080	1	36,000	1	38,124
2	30,000	2	33,888	2	30,500
3	29,700	3	31,000	3	27,660
4	29,250	4	26,650	4	27,380
5	29,000	5	24,500	5	25,500
6	28,000	6	21,891	6	24,468
7	26,700	7	21,000	7	24,317
8	26,004	8	19,260	8	24,100
9	25,648	AVERAGE	26,773.62	9	24,000
10	25,500			10	23,500
11	25,030			11	23,117
12	24,800			12	22,968
13	24,200			13	22,600
14	24,168			14	22,500
15	24,000			15	22,200
16	24,000			16	22,000
17	23,450			17	21,000
18	23,268			18	21,000
19	23,200			19	20,609
20	22,500			20	19,152
21	21,875			21	18,900
22	21,000			22	18,500
23	20,699			23	18,000
24	20,300			24	16,470
25	20,139			25	15,300
26	20,000			26	14,850
27	19,200			AVERAGE	22,642.84
AVERAGE	24,767.07				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

VICE PRESIDENT OF STUDENT AFFAIRS		DEAN OF STUDENT AFFAIRS		DEAN OF MEN		DEAN OF WOMEN	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,000	1	33,700	1	24,898	1	24,400
2	40,000	2	32,100	2	20,200	2	21,400
3	37,500	3	32,000			3	17,481
4	36,504	4	30,516	AVERAGE	22,549.00	4	16,540
5	36,500	5	30,000			5	15,435
6	36,168	6	29,667				
7	34,900	7	29,200			AVERAGE	19,051.20
8	34,300	8	29,147				
9	34,000	9	28,375				
10	32,550	10	27,478				
11	32,000	11	26,800				
12	31,609	12	25,330				
13	31,500	13	25,056				
14	31,008	14	25,000				
15	31,000	15	25,000				
16	31,000	16	24,500				
17	30,595	17	24,100				
18	30,000	18	23,920				
19	30,000	19	23,494				
20	29,268	20	22,768				
21	28,900	21	22,500				
22	28,710	22	22,050				
23	28,600	23	21,500				
24	28,000	24	20,000				
25	27,500	25	19,856				
26	27,200	26	19,800				
27	26,686	27	19,404				
28	25,500	28	18,814				
		29	16,320				
AVERAGE	31,910.64						
		AVERAGE	25,116.72				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	45,000
2	42,000
3	41,750
4	40,000
5	39,000
6	37,000
7	36,000
8	35,000
9	34,650
10	31,268
11	30,000
AVERAGE	37,424.36

ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	43,368
2	40,000
3	39,000
4	38,000
5	36,550
6	35,850
7	35,500
8	35,000
9	34,400
10	33,000
11	32,172
12	31,500
13	30,000
AVERAGE	35,718.46

ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	39,000
2	34,500
3	31,536
4	31,008
5	31,000
6	30,000
7	29,780
8	29,500
9	26,600
10	25,490
11	25,261
12	25,000
13	22,500
14	22,500
15	22,000
16	21,852
17	21,063
18	21,000
19	20,500
20	19,368
21	18,500
22	17,800
23	17,400
24	16,847
25	14,200
AVERAGE	24,568.20

DIRECTOR OF ADMINISTRATION

RANK	SALARY
1	37,100
2	29,531
3	23,700
AVERAGE	30,110.33

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION		DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		VICE PRESIDENT FOR UNIVERSITY RELATIONS		DIRECTOR OF UNIVERSITY RELATIONS	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	39,667	1	33,774	1	42,504	1	27,888
2	37,476	2	28,700	2	38,800	2	27,768
3	35,850	3	27,888	3	38,004	3	27,500
4	35,000	4	26,200	4	35,500	4	27,283
		5	24,780	5	33,000	5	27,200
AVERAGE	36,998.25	6	24,750	6	32,500	6	25,647
		7	23,965	7	31,000	7	24,408
		8	23,000	8	24,000	8	23,750
		9	22,900			9	23,580
		10	22,897	AVERAGE	34,413.50	10	23,074
		11	22,848			11	22,800
		12	22,300			12	22,260
		13	21,768			13	21,063
		14	21,100			14	19,500
		15	20,100			15	17,900
		16	19,800			16	14,000
		17	19,750				
		18	19,700			AVERAGE	23,476.31
		19	19,620				
		20	19,500				
		21	19,163				
		22	18,236				
		23	17,309				
		24	14,000				
		AVERAGE	22,252.00				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

VICE PRESIDENT FOR DEVELOPMENT		DIRECTOR OF DEVELOPMENT		VICE PRESIDENT FOR RESEARCH		DIRECTOR OF RESEARCH SERVICES	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,504	1	35,500	1	43,500	1	36,500
2	38,800	2	30,105	2	39,000	2	34,700
3	34,667	3	28,900	3	38,750	3	34,501
4	34,000	4	27,888	4	37,008	4	30,805
5	31,500	5	27,104	5	36,000	5	30,516
6	31,030	6	26,508	6	35,400	6	29,900
7	31,000	7	25,960	7	34,300	7	29,400
8	29,900	8	25,872	8	32,500	8	29,268
9	29,500	9	25,768	9	32,250	9	28,500
10	24,000	10	25,647	10	31,404	10	26,790
		11	25,600	11	30,800	11	26,686
AVERAGE	32,690.10	12	24,800	12	30,500	12	23,647
		13	24,408	13	24,835	13	21,800
		14	24,000			14	20,844
				AVERAGE	34,326.69		
		15	23,830			15	20,580
		16	23,580			16	20,500
		17	23,520			17	18,500
		18	23,000			18	18,300
		19	22,897			19	16,100
		20	21,300				
		21	17,271			AVERAGE	26,201.94
		AVERAGE	25,402.76				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DIRECTOR OF INSTITUTIONAL RESEARCH		GRADUATE DEAN			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	36,667	1	44,900	26	31,500
2	32,800	2	43,000	27	31,000
3	31,290	3	40,992	28	30,805
4	31,272	4	40,500	29	30,516
5	27,300	5	40,000	30	30,000
6	27,200	6	39,000	31	29,768
7	26,400	7	38,750	32	29,244
8	25,708	8	38,000	33	29,000
9	25,600	9	37,664	34	28,890
10	25,600	10	37,500	35	28,250
11	24,229	11	37,083	36	27,324
12	24,050	12	37,008	37	27,200
13	24,000	13	37,000	38	27,000
14	19,136	14	36,500	39	26,000
15	18,672	15	36,190		
16	15,000	16	36,000	AVERAGE	33,982.94
17	13,900	17	35,300		
		18	35,000		
AVERAGE	25,224.94	19	34,300		
		20	33,696		
		21	32,800		
		22	32,325		
		23	32,000		
		24	31,680		
		25	31,650		

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN OR DIRECTOR OF ARTS AND SCIENCES				DEAN OR DIRECTOR OF LIBERAL ARTS (HUMANITIES)		DEAN OR DIRECTOR OF SCIENCES	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	44,000	26	31,800	1	42,204	1	43,500
2	41,500	27	31,500	2	40,000	2	40,000
3	40,667	28	30,800	3	37,008	3	37,368
4	40,600	29	30,475	4	30,000	4	34,393
5	40,008	30	30,268	5	28,000	5	33,170
6	40,000	31	29,500	AVERAGE	35,442.40	6	29,300
7	39,100	32	29,130			7	28,818
8	38,200	33	28,080			AVERAGE	35,221.28
9	37,250	34	27,000				
10	36,625	35	20,680				
11	36,200	AVERAGE	34,252.34				
12	35,700						
13	35,000						
14	35,000						
15	35,000						
16	35,000						
17	34,800						
18	34,600						
19	34,393						
20	33,492						
21	33,000						
22	32,700						
23	32,400						
24	32,364						
25	32,000						

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN OR DIRECTOR OF ARCHITECTURE		DEAN OR DIRECTOR OF AGRICULTURE	
RANK	SALARY	RANK	SALARY
1	35,004	1	41,400
2	32,900	2	41,292
3	32,500	3	40,500
4	32,000	4	39,084
5	32,000	5	38,328
6	31,123	6	38,300
7	31,026	7	38,000
8	30,083	8	36,600
9	30,000	9	36,500
10	29,700	10	36,000
11	29,700	11	35,500
12	29,500	12	33,338
13	29,448	13	32,300
14	29,000	14	32,000
15	29,000	15	31,740
16	28,888	16	31,550
17	28,886	17	31,500
18	28,250	18	30,472
19	23,400	19	30,460
		20	30,375
AVERAGE	30,126.73	21	29,768
		22	29,500
		23	28,000
		24	27,516
		AVERAGE	34,167.62

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN OR DIRECTOR OF BUSINESS				DEAN/DIRECTOR OF EARTH SCIENCES OR NATURAL RESOURCES	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	46,500	26	32,100	1	35,000
2	43,500	27	32,000	2	32,850
3	42,666	28	32,000		
4	40,000	29	31,972	AVERAGE	33,925.00
5	39,000	30	31,753		
6	39,000	31	31,545		
7	38,808	32	30,268		
8	38,800	33	30,200		
9	38,583	34	30,000		
10	38,500	35	29,300		
11	38,000	36	28,600		
12	38,000	37	28,500		
13	38,000	38	28,390		
14	36,500	39	27,400		
15	35,665	40	26,592		
16	35,000				
17	34,775	AVERAGE	34,461.32		
18	34,500				
19	33,500				
20	33,336				
21	33,300				
22	33,000				
23	33,000				
24	33,000				
25	32,900				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN OR DIRECTOR OF EDUCATION				DEAN OR DIRECTOR OF ENGINEERING			
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,800	26	32,000	1	44,400	26	32,700
2	39,500	27	31,750	2	44,200	27	32,256
3	38,208	28	31,750	3	43,404	28	32,000
4	37,700	29	31,740	4	42,600	29	31,700
5	37,000	30	31,500	5	40,000	30	30,000
6	36,504	31	29,768	6	39,500	31	29,900
7	36,000	32	29,570	7	39,400	32	29,748
8	35,708	33	29,494	8	37,800	33	25,800
9	35,600	34	29,300	9	37,500	34	25,224
10	35,500	35	29,130	10	37,500	AVERAGE	35,054.20
11	35,175	36	28,696	11	36,200		
12	35,000	37	27,800	12	36,000		
13	35,000	38	27,000	13	36,000		
14	34,700	39	27,000	14	36,000		
15	34,541	AVERAGE	33,252.56	15	35,316		
16	34,500			16	35,000		
17	34,240			17	34,600		
18	33,900			18	34,393		
19	33,540			19	34,000		
20	33,336			20	33,625		
21	33,200			21	33,170		
22	33,000			22	33,012		
23	32,700			23	33,000		
24	32,500			24	33,000		
25	32,500			25	32,975		

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN OR DIRECTOR OF CONTINUING EDUCATION (EXTENSION)				DEAN OR DIRECTOR OF FINE ARTS		DEAN/DIRECTOR OF FORESTRY	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,908	26	25,000	1	35,000	1	34,917
2	37,300	27	24,596	2	34,900	2	30,472
3	35,000	28	24,100	3	33,888	3	29,430
4	34,000	29	24,000	4	33,540	AVERAGE	31,606.33
5	33,700	30	24,000	5	33,000		
6	33,500	31	22,950	6	31,200		
7	33,300	32	22,085	7	31,123		
8	32,735	33	20,500	8	29,000		
9	32,679	34	18,840	9	29,000		
10	32,542	35	17,548	10	28,500		
11	32,100	AVERAGE	28,829.40	11	27,900		
12	32,000			12	25,400		
13	32,000			13	25,400		
14	32,000			14	24,200		
15	31,500			AVERAGE	30,130.35		
16	29,700						
17	29,250						
18	29,000						
19	28,888						
20	27,960						
21	27,660						
22	27,348						
23	27,000						
24	26,700						
25	26,650						

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN OR DIRECTOR OF HOME ECONOMICS		DEAN/DIRECTOR OF JOURNALISM		DEAN OR DIRECTOR OF LAW			
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	35,000	1	36,400	1	44,167	26	33,700
2	34,700	2	36,100	2	43,000	27	33,325
3	33,583	3	34,100	3	42,600	28	32,268
4	33,000	4	32,000	4	42,500	29	31,068
5	33,000	5	31,248	5	41,600	30	30,600
6	32,800	6	30,890	6	40,000	31	30,500
7	32,000	7	30,500	7	39,625	32	29,968
8	31,500	8	30,000	8	39,500	33	28,800
9	30,900	9	28,600	9	39,000		
10	30,374	10	27,000	10	38,508	AVERAGE	36,289.81
11	29,736	11	26,892	11	38,000		
12	27,690			12	37,100		
13	27,400	AVERAGE	31,248.18	13	37,000		
14	26,500			14	37,000		
15	24,100			15	36,500		
16	21,000			16	36,400		
17	20,000			17	36,000		
				18	36,000		
AVERAGE	29,604.88			19	35,417		
				20	35,400		
				21	35,200		
				22	35,000		
				23	35,000		
				24	34,050		
				25	33,768		

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN/DIRECTOR OF LIBRARY SCIENCE		DEAN OR DIRECTOR OF NURSING		DEAN/DIRECTOR OF SOCIAL AND BEHAVORIAL SCIENCES		DEAN OR DIRECTOR OF SOCIAL WORK	
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	33,093	1	40,000	1	40,546	1	37,125
2	29,000	2	34,500	2	34,008	2	36,504
3	28,500	3	33,000	3	31,030	3	35,000
4	28,000	4	33,000			4	34,778
5	27,500	5	32,170	AVERAGE	35,194.66	5	33,226
6	27,120	6	32,025			6	33,170
7	26,400	7	32,004			7	33,167
8	23,500	8	32,000			8	32,800
		9	31,950			9	31,860
AVERAGE	27,889.12	10	31,500			10	31,368
		11	31,000			11	31,123
		12	30,516			12	30,500
		13	29,808			13	30,400
		14	28,700			14	26,900
		15	27,744			15	26,268
		16	26,300			16	26,000
		17	26,250			17	25,200
		18	25,334			18	24,252
		19	25,000			19	21,948
		20	21,000				
		21	20,758			AVERAGE	30,609.94
		22	20,500				
		23	19,350				
		AVERAGE	28,887.34				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DEAN OR DIRECTOR OF PHARMACY		DEAN/DIRECTOR OF UNIVERSITY COLLEGE OR GENERAL COLLEGE		LEGAL COUNSEL	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,000	1	37,092	1	36,000
2	37,626	2	32,550	2	30,000
3	37,450	3	27,800	3	29,268
4	35,870	4	24,800	4	29,100
5	35,000	5	24,054	5	28,500
6	35,000	AVERAGE	29,259.20	6	28,300
7	34,488			7	28,000
8	34,000			8	26,300
9	33,800			9	26,000
10	33,750			10	25,920
11	32,667			11	25,000
12	32,004			12	23,700
13	31,728			13	23,000
14	30,200			14	19,446
15	29,890			AVERAGE	27,038.14
16	29,755				
17	27,000				
18	26,600				
19	26,500				
20	26,376				
AVERAGE	32,485.20				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

REGISTRAR				DIRECTOR OF LIBRARIES			
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	31,500	26	21,000	1	36,852	26	27,500
2	29,788	27	20,664	2	35,300	27	27,000
3	29,116	28	20,532	3	35,000	28	26,925
4	28,000	29	20,000	4	34,500	29	26,505
5	28,000	30	19,530	5	34,500	30	26,370
6	28,000	31	19,500	6	33,667	31	26,000
7	27,750	32	19,100	7	33,000	32	25,500
8	27,000	33	19,090	8	32,000	33	25,268
9	26,180	34	19,000	9	32,000	34	25,000
10	25,318	35	18,000	10	32,000	35	25,000
11	25,100	36	17,500	11	32,000	36	24,650
12	24,582	37	16,740	12	31,900	37	23,054
13	24,500	38	16,200	13	31,800	38	22,500
14	24,000	39	15,360	14	31,664	39	22,500
15	23,000			15	30,950	40	22,000
16	22,752	AVERAGE	22,616.35	16	30,300	41	21,185
17	22,584			17	30,200		
18	22,500			18	30,168	AVERAGE	28,934.04
19	22,475			19	29,340		
20	22,320			20	29,100		
21	22,200			21	29,028		
22	21,544			22	28,700		
23	21,500			23	28,568		
24	21,113			24	28,500		
25	21,000			25	27,800		

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

	DIRECTOR OF COMPUTER SERVICES				DIRECTOR OF NON-ACADEMIC PERSONNEL		
RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	37,050	26	24,600	1	37,800	26	20,200
2	35,000	27	24,515	2	32,976	27	19,680
3	34,967	28	23,500	3	32,600	28	19,045
4	34,650	29	23,500	4	27,600	29	18,800
5	34,338	30	21,417	5	26,750	30	18,768
6	34,234	31	21,400	6	26,500	31	18,400
7	32,173	32	20,600	7	26,417	32	18,372
8	32,012	33	20,140	8	26,208	33	18,300
9	31,700	34	20,000	9	25,572	34	17,300
10	30,000	35	19,000	10	25,250	35	16,416
11	29,930	AVERAGE	27,693.54	11	25,200	36	16,200
12	29,800			12	25,044	37	15,700
13	29,154			13	24,768	38	15,500
14	28,900			14	24,700	39	12,950
15	28,500			15	24,571	AVERAGE	22,695.29
16	28,416			16	24,229		
17	28,000			17	24,200		
18	27,600			18	24,000		
19	27,420			19	23,400		
20	26,500			20	23,100		
21	26,500			21	22,600		
22	26,500			22	22,600		
23	25,900			23	22,200		
24	25,741			24	21,000		
25	25,500			25	20,200		

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THE UNIVERSITIES OF FORTY-ONE STATES

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	38,328
2	38,300
3	37,500
4	36,000
5	35,976
6	35,500
7	35,050
8	35,000
9	34,433
10	31,740
11	31,560
12	31,200
13	30,472
14	30,300
15	29,500
16	29,181
17	28,768
18	27,516
AVERAGE	33,129.11

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

Table III, page 56 , summarizes the grouped data for nine universities in states contiguous to the State of Arkansas. For making these data available, the University of Arkansas is grateful to the following universities:

Louisiana State University
Mississippi State University
Oklahoma State University
Texas A & M University
University of Mississippi
University of Missouri
University of Oklahoma
University of Tennessee
University of Texas at Austin

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	60,000
2	40,500
AVERAGE	50,250.00

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	50,260
2	47,000
3	47,000
4	42,000
5	38,648
6	38,648
7	37,275
AVERAGE	42,975.85

ACADEMIC VICE PRESIDENT

RANK	SALARY
1	44,900
2	43,600
3	39,600
4	37,100
5	36,800
6	34,800
7	34,000
8	33,630
AVERAGE	38,053.75

PROVOST

RANK	SALARY
1	44,900
2	40,000
3	36,800
4	35,500
AVERAGE	39,300.00

VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	38,900
2	38,000
3	36,900
4	36,800
5	32,575
6	31,439
AVERAGE	35,769.00

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

BUSINESS MANAGER

RANK	SALARY
1	28,900
2	27,600
3	22,200
AVERAGE	26,233.33

CONTROLLER

RANK	SALARY
1	27,400
2	25,648
3	25,500
4	25,030
5	22,200
6	20,000
AVERAGE	24,296.33

BUDGET OFFICER

RANK	SALARY
1	24,317
2	24,300
3	24,000
4	22,600
AVERAGE	23,804.25

VICE PRESIDENT OF STUDENT AFFAIRS

RANK	SALARY
1	34,900
2	34,300
3	32,575
4	32,100
5	32,000
6	31,000
7	30,595
AVERAGE	32,495.71

DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	32,000
2	29,200
3	27,478
4	25,680
5	24,400
6	21,000
AVERAGE	26,626.33

DEAN OF WOMEN

RANK	SALARY
1	24,400
2	15,435
AVERAGE	19,917.50

EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	38,490
2	34,650
3	30,000
AVERAGE	34,380.00

ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	38,000
2	34,400
3	33,630
AVERAGE	35,343.33

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	29,780
2	29,500
3	25,490
4	22,416
5	18,500
6	17,400
AVERAGE	23,847.66

DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	24,000
2	22,900
3	22,025
4	20,100
5	19,700
6	19,500
7	19,163
8	14,000
AVERAGE	20,173.50

VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	31,500
2	29,500
AVERAGE	30,500.00

DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	27,000
2	25,960
3	25,647
4	23,200
5	23,000
6	22,141
AVERAGE	24,491.33

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

DIRECTOR OF RESEARCH SERVICES

RANK	SALARY
1	26,790
2	16,100
AVERAGE	21,445.00

DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	36,540
2	32,800
3	31,290
4	27,000
5	24,000
AVERAGE	30,326.00

GRADUATE DEAN

RANK	SALARY
1	44,900
2	37,664
3	37,500
4	32,800
5	32,575
6	32,400
7	32,325
8	32,280
9	32,000
AVERAGE	34,918.22

DEAN OR DIRECTOR OF ARTS AND SCIENCES

RANK	SALARY
1	36,200
2	35,700
3	35,000
4	34,393
5	32,000
6	31,800
7	31,400
AVERAGE	33,784.71

DEAN OR DIRECTOR OF LIBERAL ARTS (HUMANITIES)

RANK	SALARY
1	40,000
2	37,872
AVERAGE	38,936.00

DEAN OR DIRECTOR OF SCIENCES

RANK	SALARY
1	40,000
2	36,490
3	34,393
AVERAGE	36,957.66

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

DEAN OR DIRECTOR OF ARCHITECTURE

RANK	SALARY
1	32,900
2	32,520
3	31,123
4	31,026
5	30,000
6	30,000
AVERAGE	31,261.50

DEAN OR DIRECTOR OF AGRICULTURE

RANK	SALARY
1	39,000
2	36,000
3	33,338
4	33,000
5	32,300
6	30,900
AVERAGE	34,089.66

DEAN OR DIRECTOR OF BUSINESS

RANK	SALARY
1	42,666
2	35,196
3	32,900
4	32,400
5	32,000
6	32,000
7	31,753
8	31,545
9	31,400
AVERAGE	33,540.00

DEAN OR DIRECTOR OF EDUCATION

RANK	SALARY
1	40,800
2	37,984
3	34,700
4	34,200
5	32,700
6	31,750
7	31,500
8	30,800
9	28,696
AVERAGE	33,670.00

DEAN OR DIRECTOR OF ENGINEERING

RANK	SALARY
1	44,400
2	39,000
3	36,200
4	36,000
5	36,000
6	36,000
7	34,393
8	32,975
9	32,600
AVERAGE	36,396.44

DEAN OR DIRECTOR OF CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	34,000
2	32,705
3	32,679
4	31,440
5	30,800
6	26,700
7	24,596
AVERAGE	30,417.14

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

DEAN OR DIRECTOR OF FINE ARTS

RANK	SALARY
1	35,000
2	31,123
3	25,400
AVERAGE	30,507.66

DEAN OR DIRECTOR OF HOME ECONOMICS

RANK	SALARY
1	33,000
2	32,800
3	30,900
4	21,000
AVERAGE	29,425.00

DEAN/DIRECTOR OF JOURNALISM

RANK	SALARY
1	36,400
2	34,100
3	30,000
AVERAGE	33,500.00

DEAN OR DIRECTOR OF LAW

RANK	SALARY
1	40,000
2	38,508
3	37,100
4	37,000
5	35,200
6	33,700
AVERAGE	36,918.00

DEAN OR DIRECTOR OF NURSING

RANK	SALARY
1	28,700
2	26,250
3	25,334
AVERAGE	26,761.33

DEAN OR DIRECTOR OF SOCIAL WORK

RANK	SALARY
1	33,226
2	31,860
3	31,123
4	30,500
5	26,900
AVERAGE	30,721.80

DEAN OR DIRECTOR OF PHARMACY

RANK	SALARY
1	37,626
2	33,750
3	26,600
AVERAGE	32,658.66

LEGAL COUNSEL

RANK	SALARY
1	25,800
2	23,000
AVERAGE	24,400.00

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG NINE UNIVERSITIES IN STATES CONTIGUOUS TO THE STATE OF ARKANSAS

REGISTRAR

RANK	SALARY
1	27,000
2	25,200
3	24,582
4	24,150
5	24,000
6	23,232
7	22,500
8	18,000
9	16,200
AVERAGE	22,762.66

DIRECTOR OF LIBRARIES

RANK	SALARY
1	30,200
2	29,520
3	27,500
4	27,000
5	26,370
6	25,812
7	25,500
8	25,000
9	21,185
AVERAGE	26,454.11

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	31,700
2	28,380
3	28,260
4	26,500
5	25,761
6	23,500
7	21,400
8	20,140
AVERAGE	25,705.12

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	25,200
2	24,200
3	23,400
4	22,600
5	20,720
6	20,400
7	18,800
AVERAGE	22,188.57

DEAN/DIRECTOR OF LIBRARY SCIENCE

RANK	SALARY
1	33,093
2	28,000
3	23,500
AVERAGE	28,197.66

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

Table IV, page 64, summarizes the grouped data for twenty-two university systems in eighteen states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State University and College System
Indiana University System
Louisiana State University System
Massachusetts State College System
Purdue University System
State University of Florida System
State University of New York System
Texas A & M University System
University of California System
University of Colorado System
University of Illinios System
University of Maine System
University of Maryland System
University of Massachusetts System
University of Missouri System
University of Nebraska System
University of Nevada System
University of New Hampshire System
University of North Carolina System
University of Tennessee System
University of Texas System
University of Wisconsin System

TABLE IV

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

CHIEF EXECUTIVE OFFICER: PRESIDENT/CHANCELLOR

RANK	SALARY
1	62,500
2	60,000
3	59,500
4	57,666
5	55,000
6	55,000
7	55,000
8	51,000
9	50,940
10	50,000
11	50,000
12	49,850
13	48,810
14	48,500
15	48,000
16	47,500
17	44,400
18	44,310
19	42,000
20	40,461
21	37,500
AVERAGE	50,377.95

ACADEMIC OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	46,500
2	45,900
3	45,410
4	45,100
5	44,490
6	40,320
7	39,990
8	39,972
9	39,840
10	39,100
11	39,000
12	36,000
13	35,145
14	31,500
AVERAGE	40,590.50

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	48,500
2	45,500
3	41,285
AVERAGE	45,095.00

ACADEMIC OFFICERS: DIRECTOR

RANK	SALARY
1	26,400
2	25,175
3	23,250
AVERAGE	24,941.66

CHIEF OFFICER FOR GRADUATE INSTRUCTION: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	46,500
2	40,000
3	35,000
AVERAGE	40,500.00

TABLE IV (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	58,400
2	52,000
3	51,266
4	45,000
5	44,490
6	42,000
7	39,930
8	39,000
9	38,870
10	38,000
11	33,550
AVERAGE	43,869.63

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	46,668
2	40,300
3	37,400
4	37,000
5	36,798
6	36,134
7	35,000
8	33,561
9	22,500
AVERAGE	36,151.22

OPERATIONS OFFICERS: DIRECTOR OF ADMINISTRATION

RANK	SALARY
1	28,375
2	21,750
AVERAGE	25,062.50

OPERATIONS OFFICERS: EXECUTIVE ASSISTANT/ASSISTANT TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	43,000
2	38,250
3	35,160
4	34,100
5	28,900
6	28,800
7	26,250
8	26,250
9	21,095
10	20,400
AVERAGE	30,219.50

FINANCE OR BUSINESS OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	58,400
2	46,000
3	43,400
4	42,336
5	40,428
6	39,300
7	39,000
8	38,000
9	36,738
10	36,000
11	35,606
12	31,500
AVERAGE	40,564.00

TABLE IV (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

FINANCE OR BUSINESS OFFICERS: BUDGET OFFICER

RANK	SALARY
1	41,800
2	41,500
3	32,500
4	31,500
5	30,104
6	30,000
7	26,400
8	26,000
9	25,625
10	24,275
11	24,250
12	24,000
13	22,500
14	22,100
15	21,000
16	20,700
AVERAGE	27,765.87

FINANCE OR BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	39,800
2	27,700
3	24,396
4	20,500
AVERAGE	28,099.00

FINANCE OR BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	40,500
2	40,000
3	34,000
4	33,500
5	28,300
6	26,500
7	26,000
8	25,200
9	24,000
10	24,000
AVERAGE	30,200.00

FINANCE OR BUSINESS OFFICERS: TREASURER

RANK	SALARY
1	55,000
2	37,000
3	33,550
4	31,900
5	30,800
6	27,500
7	23,000
AVERAGE	34,107.14

FINANCE OR BUSINESS OFFICERS: DIRECTOR/ASST VICE PRESIDENT

RANK	SALARY
1	30,000
2	28,400
3	26,100
4	22,600
5	20,110
AVERAGE	25,442.00

TABLE IV (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

PUBLIC RELATIONS OFFICERS:

INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	47,000
2	40,000
3	39,395
4	28,000
AVERAGE	38,598.75

PUBLIC RELATIONS OFFICERS:

INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	36,400
2	31,920
3	29,500
4	28,258
5	26,300
6	25,000
7	24,500
8	24,000
9	23,675
10	22,025
11	21,600
AVERAGE	26,652.54

PUBLIC RELATIONS OFFICERS:

INFORMATION SERVICES:
ASSISTANT TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	29,800
2	29,700
3	28,900
4	27,800
5	15,000
AVERAGE	26,240.00

PUBLIC RELATIONS OFFICERS:

LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	45,100
2	41,500
3	39,000
4	38,250
5	35,000
AVERAGE	39,770.00

TABLE IV (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

PUBLIC RELATIONS OFFICERS: LEGISLATIVE RELATIONS: DIRECTOR

RANK	SALARY
1	35,200
2	35,890
3	33,516
4	32,500
5	29,540
6	24,000
7	20,562
AVERAGE	30,315.42

PUBLIC RELATIONS OFFICERS: LEGISLATIVE RELATIONS: ASSISTANT TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	33,550
2	32,880
3	28,900
AVERAGE	31,776.66

PUBLIC RELATIONS OFFICERS: DEVELOPMENT: DIRECTOR

RANK	SALARY
1	32,100
2	25,500
3	25,500
4	20,100
5	14,252
AVERAGE	24,230.40

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	47,800
2	47,000
3	44,448
4	38,400
5	33,395
AVERAGE	42,626.60

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: DIRECTOR

RANK	SALARY
1	38,000
2	36,000
3	35,170
4	27,936
5	29,800
6	25,000
7	23,650
8	22,500
9	21,229
AVERAGE	28,920.44

TABLE IV (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: SUPERVISING ARCHITECT/PLANNER

RANK	SALARY
1	24,875
2	19,500
AVERAGE	22,187.50

SPONSORED RESEARCH OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	40,000
2	39,500
3	39,000
4	35,000
AVERAGE	38,375.00

INSTITUTIONAL RESEARCH OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	40,500
2	27,000
AVERAGE	33,750.00

INSTITUTIONAL RESEARCH OFFICERS: DIRECTOR

RANK	SALARY
1	33,516
2	33,080
3	29,300
4	29,000
5	28,434
6	24,275
7	23,500
8	22,000
9	21,400
AVERAGE	27,167.22

TABLE IV (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-TWO UNIVERSITY SYSTEMS IN EIGHTEEN STATES

INSTITUTIONAL RESEARCH OFFICERS: ASSISTANT VICE PRESIDENT

RANK	SALARY
1	30,800
2	30,150
3	27,000
AVERAGE	29,316.66

SECRETARY TO THE BOARD

RANK	SALARY
1	36,184
2	36,000
3	34,100
4	32,200
5	31,000
6	25,050
7	24,000
8	24,000
9	23,210
10	20,600
11	17,007
12	15,000
13	12,000
14	12,000
15	10,600
AVERAGE	23,530.06

LEGAL COUNSEL

RANK	SALARY
1	43,000
2	42,336
3	40,103
4	39,000
5	36,184
6	35,000
7	34,300
8	33,300
9	30,100
10	29,500
11	25,991
12	21,360
13	17,962
14	17,500
AVERAGE	31,829.71

DIRECTOR OF PERSONNEL

RANK	SALARY
1	37,960
2	32,550
3	31,000
4	30,000
5	27,600
6	27,000
7	25,000
8	23,400
9	23,000
10	21,263
11	21,111
12	20,720
13	20,200
14	19,750
15	15,000
AVERAGE	25,036.93